**PM-QUADRAT**

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| - | **A** Schulen / T-Coachen / Feedback | **D** Krisen-/Konfliktgespräch /Metakommunikation |
| + **Know how** |  |  |
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| **B** Begleiten / Feedback / coachen / fördern | **C** Demotivation ausschalten / neue Ziele |
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|  | + **Motivation/Engagement/Systemumsetzung** - | |